The regular meeting of the City Council was held in the Municipal Building on January 21, 1986 at 7:30 P.M. with Mayor Hunnicutt presiding.

Present: Roy Roberts, Robert Raines, George Hunnicutt, Milas Franks, Cliff Daniels

Also Present: C.R. Brown, City Manager & Kenneth Asbury, Attorney

Invocation was given by the Rev. Spencer Price.

On motion by Roy Roberts, seconded by Robert Raines and carried by unanimous vote, Council moved that minutes of Jan. 7, 1986 be approved as presented. 13365

On Motion by Cliff Daniels, seconded by Milas Franks and carried by unanimous vote, Council moved that minutes of continued meeting of Jan. 13, 1986 be approved as presented.

Public Hearing to Re-Zone Certain BoCo Property from R-B (Multi-Family) to R-A (Single Family).

Council briefly discussed this request which was unanimously approved by the City of Norton Planning Commission.

On motion by Milas Franks, seconded by Roy Roberts and carried by unanimous vote, Council moved that "An Ordinance of the City Council of the City of Norton Virginia, rezoning certain Boco Property from an RB Multi-Family Classification to an RA Single Family Classification" as presented for our consideration be passed on first reading.

13367

Public Hearing on Request by the City of Norton School Board to Apply for three (3) Literary Loans to Make Permanent Improvements to the Elementary and High Schools.

Mr. Armenttrout, Supt. of Schools, Addressed this subject, giving the different projects which these loans were to cover.

Council briefly discussed this matter.

On motion by Roy Roberts, seconded by Robert Raines and carried by unanimous roll call vote, the following resolution was passed:

Resolved, that the Application of the City School Board to the State Board of Education of Virginia for a loand of \$310,000.00, \$125,000.00, \$30,000.00 from the Literary Fund is hereby approved, and authority is hereby granted the said City School Board to borrow the said amount for the purpose set out in said application, as per attached inserts.

A Resolution of the City Council of the City of Norton, Virginia Adopting and Approving a Wage and Salary Classification Program and Policies and Procedure for Administration thereof and Establishing an Effective Date.

Council briefly discussed this matter.

On motion by Cliff Daniels, seconded by Roy Roberts and carried by unanimous vote, Council moved that a "Resolution of the City Council of the City of Norton, Virginia Adopting and Approving a Wage and Salary Classification Program and Policies and Procedures for Administration Thereof and Establishing an Effective Date 13369 of January 1, 1986, making it retroactive to Jan. 1, 1986, be passed.

Request for Funds, not to Exceed \$20,200.00 to Cover the Period 1/1/86 to 6/30/86 of the Pay and Classification Plan.

Council discussed this matter at length.

13370

On motion by Cliff Daniels, seconded by Milas Franks and carried by the following roll call votes: Roberts, Raines, Franks, Daniels, YES; Hunnicutt, NO, Council moved that transfer \$20,200 from unappropriated reserve to the appropriate payroll category for implementation of the adopted pay and classification plan to June 30, 1986. Mayor Hunnicutt requested it be recorded in the minutes his reason for voting NO. "I honestly think this money would be best dispensed on a

discretionary basis. In effect what you are doing is paying every classification in every department. You might call it an entitlement and you are thereby removing the ability of management or administration of the City to use merit awards for work they have done for City of Norton people.

Vice Mayor Daniels stated: ''Mr. Mayor, I am going to have to respond to you. Basically the plan is a merit pay plan. The plan provides for flexibility and evaluation of each employee based on the merit of his work and paid accordingly. If he doesn't perform he doesn't necessarily get his wages increased. That is the difference in what we have been doing of giving across the board increase to all departments, every person - everybody - with that I will vote YES."

Discussion of penalty and interest on City of Norton Water Accounts.

Council briefly discussed this matter with Mr. Brown presenting schedule of procedures, penalty, etc. of different places comparable to Norton. No action taken.

13371

On motion by Cliff Daniels, seconded by Roy Roberts and carried by unanimous vote, Council moved they go into executive session to discuss personnel as Per. 2.1-344 (A) (1) of the Code of Virginia, As Amended and Legal Matters as Per 2.1-344 (A) (6) of the Code of Virginia, as Amended.

13372

On motion by Milas Franks, seconded by Roy Roberts and carried by unanimous vote, Council moved they go back into regular session.

The Mayor declared council back in regular session.

13373

The Mayor reported no conclusion on Legal Matters and no conclusion on personnel - put off one more time.

Comments by the City Manager - Superficial Information - Lenowisco called today and advised we are 4th or 5th on the possible ARC Funding List for Water Tank on the BOCO Property. There is nothing firm - but looking good.

There being no further business to come before the council same adjourned.

Mayor Wie Wha

Clerk